



ALPA Watch 2009 Candidate Questionnaire

1. Do you have any prior ALPA experience? If so, what positions did you (do you) hold and when?

Answer:

Council 20 Secretary/Treasurer 2007-present
NWA MEC Financial Review Committee 2008
NWA MEC SPSC (Strategic Preparedness and Strike Committee) Interim
Chairman 2007
Member Compass Representational Structure Committee 2007
Chairman DTW Strike Committee 2006
Supervisor Phone Watch Detroit Strike Center 1998

2. Almost every pilot at this airline is flying more and has less time at home. Why are you volunteering even more of your time and effort for ALPA work?

Answer:

There have been statements recommending a change of ALPA leadership in DTW. Change has already occurred via a change in the way MEC does business. I want to continue this process to bring the actions of the MEC inline with the ALPA Constitution and By Laws. I want to encourage greater participation in the process by line pilots, to promote decisions by the MEC that are determined on a thoughtful and factual basis vice motivated by political and self interests, and support a setting where differences of opinion are respected vice attacked.

Though the responsibilities of a council representative require long hours and interfere with family time, serving the interests and needs of the DTW pilots has been rewarding. I hope those that I have helped have felt the same. My goal is to minimize the distractions to our pilots so they can focus on flying. Whether these distractions are personal or professional in nature, I strive to use the resources of ALPA and Delta to alleviate these problems. I am convinced that effort is better spent and rewards greater by creating consensus between members of the MEC rather than forcing the issue by conflict. In this manner, the interests of the pilots are better served.

3. As an LEC Representative, you will have a dual representative responsibility. You will represent the pilots in your base, but your votes also affect the entire pilot group. When there is a conflict between the needs of these two groups, explain how your vote would be weighted, more towards the pilots in your base or more towards the pilot group as a whole.

Answer: My first responsibility is to the needs and wishes of Council 20 pilots. In my experience a disparity rarely occurs between responsibilities in a large and diverse base such as DTW. Recently, the Council 20 representatives voted against separating the Compass pilots from the Delta MEC. The decision was based upon the best interests of the Council 20 Compass pilots. I supported the decision. The next Council 20 representatives will have to consider the best interests of Council 20, Delta, and all pilots in ALPA as they vote at the Board of Directors meeting in OCT 2010.

4. Do you believe pilot unity is important? If so, how will you promote pilot unity at your base? Within the Delta pilot group as a whole?

Answer:

A more appropriate word than unity would be trust. When the line pilot trusts his union representatives, unity of purpose will follow. How do the Council 20 representatives improve the level of trust in ALPA? Trust is earned not required or expected. Trust takes time and occurs in small increments. ALPA through intentional and misdirected actions has failed to create a level of trust expected by our members. A quick fix will not occur, but sustained progress is the goal. Plan of action:

1. Clear, concise, and timely Council 20 updates
 2. Direct and honest responses to pilot concerns
 3. Council 20 Newsletter to provide background information and MEC reports
 4. Work with other LEC's to create revised MEC communication plan with greater emphasis on background information on MEC actions. Discussed at recent Strategic Planning meeting
 5. Influence MEC Administration to be proactive with communications
 6. Increase crew room visits
 7. Influence MEC Administration to make more crew room visits, especially to NRT and AMS
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5. Candidates frequently say they want to improve MEC Communications. What is right and wrong with our communications and what would you do to correct the deficiencies? Do you think we need more transparency in ALPA's day-to-day business? If so, how might this be accomplished and how and why would more openness be important?

Answer:

I have spent the last three years originating the Council 20 communications. It has been a learning experience. Specifics that I will strive for in Council 20 communications: timely, concise, easily understood, and delineate facts from opinion. I created the Council 20 Newsletter to increase the level of transparency in MEC decisions. The challenge is to increase the level of communications from the Administration. Reactive MEC communications diminishes the level of trust. The MEC Administration must consider communicating with their membership as an integral portion of any conceived action. They must be proactive. The MEC knows that communication is viewed as inadequate by our membership. It is the responsibility of the MEC to determine the level and type of information that is shared with our members. To alter the practices of the MEC Administration, coordination with the LEC representatives is required. Specific guidelines must be crafted. This topic was discussed at the recent MEC Strategic Planning meeting.

6. Explain your position regarding the current Scope clause on our PWA. What do you think we need to do to improve our Scope protections and recover some of the lost flying to DCI's?

Answer:

Reduction in current scope contractual language should not be considered. The recent passing of a Council 20 scope resolution is an excellent message from the line pilot to management. "The DAL MEC affirms its commitment to enforcing and improving all sections of the Pilot Working Agreement. The DAL MEC affirms that Section 1 of the Pilot Working Agreement is an integral part of a comprehensive strategy to protect the careers of all Delta pilots". Though there was some initial dissension on the MEC to the resolution, we spent a great deal of time personally lobbying our peers on the MEC. Flying between 77 and 100 seats should remain with mainline flying. Any action in regards to JAL shall include a joint venture agreement that protects the current level of NRT flying.

As to the second question-due to a previous legal settlement, I view it as unwise to answer this inquiry as a current or possible future member of the MEC.

7. As the biggest pilot group in ALPA do you think that puts DAL ALPA in a leadership position for all ALPA pilots when it comes to returning this profession to place of prominence? If yes, is there a road map to return this profession to what it needs to be? What does that road map look like and if you are not aware of such a road map, what do you think it should look like.

Answer:

Delta ALPA has the numbers to alter the actions of ALPA National. We can use our numbers to alter the direction of National like a bull or we can lead through convincing arguments. National must use its influence in future legislation (bankruptcy, flight time duty time regulations, open skies), commuter airline contracts, and member apathy. Numerous items were discussed during the MEC Strategic Planning meeting. The

Strategic Planning Committee was given direction by the MEC to begin forming priorities and a plan of action on numerous items which come under National prevue. Delta Executive Vice Presidents (EVP's) Captains Ray Miller and Mike Greer are well suited to move these issues at the Executive Council. We are authorized two EVP's; one from the former Delta and one from the former NWA. At the OCT 2010 ALPA Board of Directors Meeting, we should consider altering the ALPA Constitution and By Laws to determine EVP positions by the number of pilots represented to retain our two positions. As for the roadmap, the Delta MEC began the process last meeting. This is not just a return of pay, but work rules, legislative changes, communications with our members and the public, and the manner in which we conduct ourselves. The change must begin with each of us.

8. Please list in order of importance your first 3 items of business if elected to C20 LEC Office.

Answer:

1. Work with new Council 20 representatives to update them on current issues, coordinate division of duties, introduce them to other reps and chief pilots, determine communications plan, etc.
2. MEC- Election of new Negotiating Chairman and committee members, 2010 budget, continue working on Strategic Plan
3. Crew room visits by incoming representatives

9. What do you think the primary responsibilities are for the position you are seeking? How do those responsibilities relate to the everyday line pilot?

Answer:

Often line pilots view a council representative's duties only in regards to the work on the MEC level. These items play only a small part of the job description. The majority of the time spent is in direct support of line pilot's needs, both personal and professional. Coordination with the chief pilot's office and discussions with ALPA committees (PROSTAN, Safety, Training, Contract Administration, Scheduling) are a daily event. With over 2,200 pilots in DTW, family emergencies, PROSTAN incidents, difficulties in training, and individual concerns over the actions of ALPA, the company, and Congress are a daily event. An average Council 20 work week is 25+ hours on top of flying the line. When your time arises, you expect and deserve our full attention and the weight of your union behind you.

My experience and the relationships formed on the MEC have proven invaluable in moving DTW interests through the MEC process. Council 20 has always played a pivotal role in the MEC. This MEC is team orientated. Failure to understand the social characteristics of this MEC will result in a marginalized LEC. On the other hand, failure to directly confront the MEC Administration when disagreements occur and they have, will also result in a marginalized LEC. We have seen this with some of our peers. The

next Council 20 Captain Representative must understand these MEC traits to properly represent DTW pilots.

Thank you for the opportunity to respond to this questionnaire. You have the opportunity to guide the direction of “your” union by voting.
